

# Skilled Occupations List



Reference Code: **A535VK7**

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## Introduction

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### Skilled Occupations List

The **Department of Education and Training** is undertaking a public submission process for its review of the 2017–18 Skilled Occupations List (SOL). Information from the submissions will enable the department to update its annual SOL advice to the Australian Government.

We are seeking your input on the occupations/industry sectors your organisation represents or that you belong to as an individual. In particular, we are seeking evidence of:

- skills demand and supply imbalance, both nationally and regionally
- medium to long-term demand and supply trends which may impact upon Australia's employment outlook\*
- formal licensing or registration requirements.

\*The SOL is concerned with 'medium to long-term' skills needs rather than immediate skills shortages. The department is only seeking to obtain information on longer-term trends, rather than immediate shortages and costs. For the purposes of this exercise, 'medium to long-term' is defined as a period of five to ten years.

### Privacy

All information, including **name and address details**, contained in submissions will be made available to the public on the Department of Education and Training website unless you indicate that you would like all or part of your submission to remain in confidence. Automatically generated confidentiality statements in emails do not suffice for this purpose. Respondents who would like all or part of their submission to remain in confidence should provide this information in an email to [SOLSubmissions@education.gov.au](mailto:SOLSubmissions@education.gov.au). Legal requirements, such as those imposed by the *Freedom of Information Act 1982*, may affect the confidentiality of your submission.

# Details

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## Applicant Details

Given Name \*

Adele

Surname \*

Beasley

Organisation

Australian Dairy Industry Council

## Contact Details

Please provide the name, position and contact details of a person within your organisation who is willing to be contacted if any further information or follow-up is required.

Given Name \*

Adele

Surname \*

Beasley

Position

Senior Policy Manager

Contact Number \*

03 8621 4200

Email (receipt will be sent to this address) \*

abeasley@australiandairyfarmers.com.au

# Industry

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## Type of Industry

What are the industry/industries that you or your organisation represents for the purposes of this submission? \*  
(select all that apply)

- |   |  |
|---|--|
| <input type="checkbox"/> All Industries                             | <input checked="" type="checkbox"/> Agriculture, Forestry and Fishing    |
| <input type="checkbox"/> Mining                                     | <input type="checkbox"/> Manufacturing                                   |
| <input type="checkbox"/> Electricity, Gas, Water and Waste Services | <input type="checkbox"/> Construction                                    |
| <input type="checkbox"/> Wholesale Trade                            | <input type="checkbox"/> Retail Trade                                    |
| <input type="checkbox"/> Accommodation and Food Services            | <input type="checkbox"/> Transport, Postal and Warehousing               |
| <input type="checkbox"/> Information Media and Telecommunications   | <input type="checkbox"/> Financial and Insurance Services                |
| <input type="checkbox"/> Rental, Hiring and Real Estate Services    | <input type="checkbox"/> Professional, Scientific and Technical Services |
| <input type="checkbox"/> Administrative and Support Services        | <input type="checkbox"/> Public Administration and Safety                |
| <input type="checkbox"/> Education and Training                     | <input type="checkbox"/> Health Care and Social Assistance               |
| <input type="checkbox"/> Arts and Recreation Services               | <input type="checkbox"/> Other Services                                  |

# Occupation

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## Occupation

The three dropdowns below accord with the ABS ANZSCO classification of occupations. Selections are required at the 'Occupation Group' (2-digit) level, the 'Occupation Unit' (4-digit) level, and the 'Occupation' (6-digit) level depending on the occupation/s to which your submission relates.

You can use the 'Add Occupation' button to add other occupations.

For each occupation selected, please indicate whether your advice is to Include or Exclude with respect to the 2017–18 SOL.

### Occupation 1 of 1

Occupation Group \*

Farmers and Farm Managers

Occupation Unit \*

1213

Occupation \*

121313

For the 2017–18 SOL please indicate advice about your nominated occupation. \*

Include

Exclude

Are there other occupations that you represent where there is evidence of imbalance in the demand and/or supply of skills in the medium to long-term? Please list them. (1000 character limit)

841512 - Dairy Cattle Farm Worker  
121313 - Dairy Cattle Farmer  
831114 - Dairy Products Maker

92 of 1000 characters

Please indicate in which part of Australia this imbalance exists. (1000 character limit)

Australian dairy is a \$13.5 billion farm, manufacturing and export industry and is the nation's third largest rural industry. It spans across every Australian state, comprising about 6100 farms, around 120 factories and provides employment for 39,000 people (Dairy Australia, 2015). Dairy is the lifeblood of many regional communities and most processing of dairy products occurs close to farming areas, thereby generating economic activity in non-metropolitan areas. The majority of milk production occurs in Victoria.

519 of 1000 characters

Are there any occupations which require formal licensing or registration arrangements in order to practice/perform? \*

For example:

- Midwives are required to register with the nurses board in their state or territory
- Panelbeaters are required to be registered or certified with the state Motor Vehicle Repair Industry Authority

Yes

No

Please provide details. \* (1000 character limit)

Dairy farmers are required to have many skills to meet necessary food safety requirements.

All Australian dairy farms are required to have documented food safety programs (FSP). State Dairy Food Authorities (SDFAs) approve the FSP before a dairy farm licence is granted. Approved auditors conduct regular audits of the farm FSP.

Core elements of the FSP include:

- Control of contaminants – physical, chemical and microbiological
- Dairy milking premises
- Hygienic milking
- Water supply and quality
- Cleaning and sanitising
- Traceability and records
- Personnel competency

Please also refer to attachment 3 which outlines some of the qualifications dairy farm workers and products makers may hold.

713 of 1000 characters

Is it expected that your employment sector will be impacted by any medium to long-term trends which will affect the demand and/or supply of workers? \*

Yes

No

Please provide evidence (e.g. data source, policy document) which substantiates these claims. \* (1000 character limit)

For example:

- Changing demographic trends and advances in technology could impact on the demand for health related occupations.

•Ageing farmers - In 2010-11, the median age of farmers was 53, compared to 39 for all employed persons (ABS, 2011). •Access to Asian markets means more demand for dairy products. Medium term projections of population and income growth, coupled with changes in dietary demands, point to increasing demand for dairy products. •Rural communities are experiencing significant demographic change as populations decline. Since the majority of jobs in agriculture are based in rural areas, the declining population presents difficulties with attracting and retaining workers. •The Victoria agrifood sector (approximately 68% of dairy farmers are in Victoria) rate labour shortages as the number one issue hampering performance (McKINNA et al. 2010). Please refer to attachment 2 for more supporting information which evidences the dairy industry's labour shortage. This information was produced to support the dairy industry's labour agreement negotiated in 2015.

956 of 1000 characters

## Additional Information

Please provide any additional information you consider relevant evidence to support your submission. For example, you may know of independent studies about your occupation that supports your advice to us. (1000 character limit)

The dairy industry is likely to experience a growing demand for employees. As farms get bigger and opportunities to increase production continue, there will be an increased need for more specialist skills on farm. The number of farms has fallen by more than two-thirds over the last three decades from 19,380 in mid-1985 to 6,128 in mid-2015. At the same time, milk production has risen from 6 billion litres to 9.7 billion litres. Although there are fewer farms, the average farm size is larger and consequently there is an increase in the number of workers required on these farms. As a result, in 2009 approximately 70% of dairy farms employed people other than family members – an increase from just 30% in 2004. This trend is expected to continue into the future. Recent modelling by Dairy Australia suggests that by 2022 we will need to recruit an additional 12,800 people in the dairy industry (see attachment 1).

922 of 1000 characters

Please add any document that supports your recommendations.

### Addition Documents 1

Supporting Document

File: Workforce predictions\_Dairy Australia.pdf

### Addition Documents 2

Supporting Document

File: Labour shortage evidence 22oct13 (DOC\_13....pdf

### Addition Documents 3

Supporting Document

File: ADIC Response to Planning the 2016-17 Migration Programme, 4 December 2015.pdf